

Approved For Release 2003/04/29 : CIA-RDP84-00780R003700090006-9

TRANSMITTAL SLIP

TO:

ROOM NO.	BUILDING
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RE:

What do you suggest
in the way of distribution
of this report? Please
advise B
6 Mar. 68

FROM:

ROOM NO. BUILDING EXTENSION

Approved For Release 2003/04/29 : CIA-RDP84-00780R003700090006-9

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22 October 1968

MEMORANDUM FOR: Deputy Director for Support

THROUGH : Chief, Assessment and Evaluation Staff, OMS
SUBJECT : Periodic Progress Report
REFERENCE : Memo dated 26 July 1967 for DDS fr D/MS, subj:
Proposed Systems Analysis of Psychological Data

1. During this reporting period, major emphasis was placed upon intensively analyzing relationships among PATB data, training outcomes, and rated job performance and potential for Career Trainees. An attachment summarizes these relationships. In addition, progress was made in a number of other areas: an attitude questionnaire was administered to 71 DDP-bound CTs in training; the relationships between personality patterns measured by the California Psychological Inventory and job performance and potential were studied; comparisons were made on PATB intellectual measures among groups of CTs who resigned and those who remained; and comparisons of test profiles of CTs and non-CTs were completed.

2. A summary status report for the CT Systems Study is attached. This table briefly describes completed, ongoing, and planned research of the study.

3. In order to portray graphically the relationships among PATB variables, training performance and on-the-job performance, a number of expectancy tables were prepared; representative ones are attached to this memorandum. A word of caution about the meaning and possible application of these tables is in order. Expectancy tables can and often do change over time as people from different backgrounds are selected for new jobs. In addition, they should not be used alone in arriving at recommendations. Sound professional use of psychological tests requires psychologists to combine and integrate a variety of test and non-test information to arrive at meaningful recommendations. Thus, these expectancy tables are prepared primarily to illustrate some of the relationships of our test data to criterion data rather than as specific guides for selection and placement decisions.

4. An overview of the major findings to date of the CT Systems Study is attached. More detailed reports have or will be prepared covering these topics.

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SUBJECT: Periodic Progress Report

5. We would like to mail to applicants at the time they are offered appointments to the CTP the questionnaire previously submitted to you on 9 August 1968 (Subj: Attitudes of CTP Applicants), designed to measure attitudes relevant to their accepting or declining Agency employment. However, if you feel that such a procedure is not in the best interests of the Agency, we could administer the questionnaire to CTP applicants at the time of their headquarters visits. We ask your decision on which procedure to employ.

6. As before, Agency interest and cooperation in the CT Systems Analysis remains high.

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Acting Chief, Research Branch
Assessment and Evaluation Staff
Office of Medical Services

Acting Chairman, Task Force on Systems Analysis
of Psychological Data Pertaining to Career Trainees

Attachments:

- A. Summary status report of systems analysis of psychological data pertaining to Career Trainees
- B. Overview of major findings of CT Systems Study to date
- C. Significant relationships among PATB variables, Manpower Ratings of performance and potential, and training evaluations
- D. Expectancy Tables: Representative significant relationships among PATB test variables, Manpower Ratings of performance and potential, and training evaluations

OMS/AES/GYD:mak

Distribution:

- Orig & 1 - Addressee, w/attachments
- 1 - D/MS, w/attachments
- 1 - Each member of Task Force, w/attachments
- 2 - AES/OMS

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ATTACHMENT A

SUMMARY STATUS REPORT OF SYSTEMS ANALYSIS OF PSYCHOLOGICAL
DATA PERTAINING TO CAREER TRAINEES

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SUMMARY STATUS REPORT OF SYSTEMS ANALYSIS OF PSYCHOLOGICAL
DATA PERTAINING TO CAREER TRAINEES

BASIC OBJECTIVES OF STUDY: <u>QUESTIONS ABOUT SELECTION AND MANAGEMENT PROCESSES</u>			
	<u>COMPLETED</u>	<u>UNDERWAY</u>	<u>PLANNED</u>
Who applies to the CTP?		Description of test and background characteristics of CT applicant pool (report in preparation).	Selected comparisons of CT applicants with applicants to analogous programs (FSO, FSEE).
Whom does the Agency hire as CTs?	<p>Comparison of Hires and Non-Hires on intellectual, temperament, and work attitude variables (report completed).</p> <p>Development of questionnaire to tap factors relevant to applicants' decision to accept or decline appointments to CTP</p>	<p>Comparison of Hires and Non-Hires on vocational interest scales and background experiences.</p> <p>Study of relationships of psychiatric rating scale and OMS dispositional data with PATB and personnel variables.</p> <p>Comparison of CTs and Non-CTs on PATB variables (report in preparation).</p>	<p>Selected comparisons of CTs with trainees in analogous programs (FSO, FSEE).</p> <p>Administration of questionnaire to tap factors relevant to applicant's decision to accept or decline appointments.</p> <p>Reasons for not hiring applicants will be sought on Non-EOD applicants; these reasons will be correlated with PATB.</p> <p>Comparison of external and internal CTs on PATB and selected personnel and administrative variables (promotion rate, fitness reports, etc.).</p>
Who does well in training?	Relationships between PATB data and training evaluations for all CTs in Professional Manpower Study (draft completed).	Relationships between PATB data and training evaluations for all CTs on whom both training and test data are available.	
Who works in DDI? DDP? DDS?	Comparisons of CTs in DDI, DDP, and DDS on vocational interest and work attitude variables (draft completed).	Comparisons of CTs in DDI, DDP, and DDS on intellectual, temperament, and background information variables.	Development of "index of assignment stability" to identify concomitants of job mobility within the Agency.

	<u>COMPLETED</u>	<u>SECRET</u>	<u>UNDERWAY</u>	<u>PLANNED</u>
Who stays with the Agency?	Comparisons of "stays," "quick dropouts" and "slow dropouts" on intellectual variables (draft completed).			Comparisons of "stays," "quick dropouts" and "slow dropouts" on temperament, work attitudes, vocational interest, and background variables.
Who is satisfied with his job?	Attitude survey of sample of DDP-bound CTs.			Attitude surveys of DDP, DDI, and DDS CTs in training and on-the-job Analysis of relationships between attitudes, test performance, and job performance.
Who performs well? And advances?	Relationships between PATB intellectual, temperament, work attitudes, and vocational interest variables and Manpower Ratings of job performance and potential (draft completed). Relationships between California Psychological Inventory variables and Manpower Ratings of job performance and potential (report completed). Relationships between performance in CT training courses and Manpower Ratings of job performance and potential (draft completed). Relationships between college quality and Manpower Ratings of job performance and potential (report completed).	Study of relationships between clinical interpretation of PATB tests and job performance and potential. Study of relationships between comprehensive assessment data and job performance and potential. Analysis of relationships between military rank and job performance and potential. Analysis of relationships between educational level achieved and job performance and potential.		Analysis of relationships between fitness report ratings, promotion rates, and PATB variables. Analysis of relationships between refined experimental ratings (supervisor, peer and subordinate ratings) and PATB variables.
----- *Ratings gathered by the Committee on Professional Manpower, a Committee established by the Executive Director to examine the quality of professional employees who entered on duty during Fiscal Years 1963-67.				

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ATTACHMENT B

OVERVIEW OF MAJOR FINDINGS OF THE CT SYSTEMS STUDY TO DATE



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22 October 1968

OVERVIEW OF MAJOR FINDINGS OF THE CT SYSTEMS STUDY TO DATE

I. Relationships between Test Results and Job Performance and Potential

1. All major portions of PATB show significant relationships with the performance and potential ratings gathered by the Committee on Professional Manpower (N=380 CTs).
2. More and larger relationships emerged between PATB tests and job performance and potential for a group of non-CT professionals (N=360). The non-CT sample produced nearly double the number of significant relationships found for the CTs. In all likelihood, this difference is primarily due to restriction of the range of test scores in the CT sample -- the CT sample was more homogeneous in intellectual ability, work attitudes, interests and temperament.
3. The pattern of relationships which emerges is not complete -- no PATB test is significant for all groups (DDI, DDP, and DDS CTs) and not all tests are significant for any group.
4. Rated job performance and potential of DDP CTs are harder to predict than performance and potential of DDI or DDS CTs.
5. Of the four major portions of PATB (excluding the Background Information Questionnaire which has not been thoroughly studied) -- intellectual measures, temperament measures, work attitudes, and vocational interests -- vocational interests were most consistently and strongly related to rated job performance and potential. Intellectual measures were next, followed by work attitudes and temperament measures.
6. The California Psychological Inventory, a relatively sophisticated personality inventory not included in the present Professional Applicant Test Battery, predicts job performance and potential of CTs significantly better than any other single group of tests currently in PATB.
7. One of the major reasons why larger relationships did not emerge may be due to the ratings themselves. Within each of the directorates, a wide range of jobs requiring many different types of skills is found. More refined studies are needed in which people doing similar jobs are studied together, with more than one person making ratings for each individual.

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II. Relationships between Test Results and Performance in CT Training Courses

Note: To date, all analyses involving training evaluation data have been limited to CTs on whom Manpower criterion ratings were available. Typically this has meant that less than one-half of the available training data in any course has been related to PATB; subsequent analyses will incorporate these additional data.

1. The size and number of significant relationships found between PATB tests and training outcomes vary considerably from course to course. Perhaps the adjective "moderate" best describes and summarizes the magnitude of the test-training linkage. Comparatively speaking, more and larger significant relationships were found in this linkage than in the one between tests and rated job performance and potential. This may be due in small part to the shorter period of time that elapses between testing and training than between testing and obtaining job ratings; hence, there are fewer interpolated experiences and developments to impinge on the relationship and mask its true size.
2. It appears that those courses taken by all CTs (Orientation, Communism, and Intelligence Techniques) are more predictable by our tests than those courses taken only by CTs entering a particular Directorate. The ITC and Communism courses are most strongly related to PATB with tests and scales from the intellectual, personality, work attitudes, and vocational interests areas all having significant relationships with these training courses.
3. The significant relationships that emerged between PATB and training very often make good sense in terms of our understanding of what our tests measure and what we assume good performance in the specific training course might require. Thus, for example, performance in the Support Services Course, which deals extensively with matters of accounting, finance, and logistics, relates significantly to tests of arithmetic reasoning, computational skills, and having interests similar to accountants. The ITC, which puts a premium on verbal skills and interests, relates significantly to tests measuring vocabulary, reading comprehension, ability to interpret chart/graph data, and vocational interest scales concerned with writing.

III. Relationships between Performance in CT Training Courses and Job Performance and Potential

1. Relationships between overall training evaluations and the individual Manpower Ratings of job performance and potential are typically significant and of moderate size. Performance and potential seem to be about equally predictable from training data. ✓

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2. Performance in the Intelligence Techniques Course and the Operations Course appear particularly predictive of the Manpower job ratings -- a median correlation of .26 was found and all correlations reached statistical significance. Training outcomes in the CT Communism Course and the Intelligence Production Course were next most highly related to the job ratings. Least predictive of job performance and potential was the Support Services Course for CTs -- no significant relationships -- followed by O.C., Phase II and the Clandestine Services Records II courses -- each having one significant relationship.
3. Although the moderate relations found between training and job ratings make good sense in that training often requires simulated job behavior, there remains the possibility that the job ratings of performance and potential are partly contaminated by the rater's knowledge of the ratee's training record -- hence a self-fulfilling prophecy.

IV. Comparison of CT Hires and Non-Hires

1. On all measures of intellectual ability, the Hires were clearly superior in average performance to the non-Hires.
2. Hires consistently express greater willingness to accept a wide variety of job requirements and/or restrictions than non-Hires; overall, the Hires appear more flexible.
3. Differences in temperament scores between Hires and non-Hires were not significant.

V. Comparisons of CTs in DDI, DDP, and DDS on Vocational Interests and Work Attitudes

1. DDP trainees are more willing to work in jobs involving potential hazards, live in a socially deprived area, endure annoying work environments, be subjected to security restrictions, be physically active, and work at a changing, unpredictable pace than DDS or DDI trainees. DDI trainees are most reluctant toward these job demands, with DDS trainees falling between the DDP and DDS groups.
2. DDI and DDP CTs tend to have interests dissimilar to people in business-sales and scientific occupations and interests similar to people in verbal-persuasive occupations (law, journalism, etc). DDS CTs tend to have interests similar to people in business-sales occupations and dissimilar to people in verbal-persuasive and scientific areas.

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VI. Comparisons of CTs and Non-CT Professionals on PATB Variables

1. On the average, CTs score higher on all intellectual variables than non-CTs.
2. On temperament measures, CTs appear more outgoing, socially assertive, and quick-working than non-CTs.
3. On 14 of the 15 work attitudes, CTs are more eager and adaptable than non-CTs.
4. CTs have interests more similar to people in the verbal persuasive and social service/managerial areas than non-CTs. Non-CTs have stronger interests in the scientific and outdoor technical areas than CTs.

VII. Comparisons of Intellectual Levels of CTs Who Leave the Agency with Those Who Remain

1. For the first 15 CT classes (July 1951 to September 1958), "quick dropouts" -- those who left the Agency in less than one year -- exceeded those who remained on seven of eight intellectual variables. A similar pattern was found for "slow dropouts" -- those who stayed with the Agency five years before leaving -- who exceeded the "stays" on six of eight intellectual tests.
2. For the next 20 CT classes (September 1959 to February 1967), CT trainees who left the Agency in their first year did not score higher on intellectual measures than those who remained as career employees. However, CTs who left the Agency after being assigned to operating positions were superior to those who remained on all intellectual tests.

VIII. Military Service, Educational Level Attained, and Job Performance and Potential

1. No relationship emerged between presence or absence of military service and rated job performance and potential of CTs. Similarly, rank attained in the service was unrelated to ratings of job performance and potential.
2. Over 99 per cent of CTs in the Manpower Study had bachelors or masters degrees. Within this relatively narrow range of educational level, a small relationship was found between highest degree obtained and rated job performance and potential. Those CTs who had obtained their masters degrees received, on the average, very slightly higher ratings of performance and potential than CTs with only bachelors degrees.

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IX. College Quality and Job Performance and Potential

1. A relationship was found between the quality of the undergraduate colleges attended by CTs and their rated job potential. Those CTs graduating from "high-quality" colleges (not limited to Ivy League schools) received, on the average, higher ratings of job potential than CTs from "lower-quality" schools.
2. Comparable relationships between college quality and rated job performance emerged only for DDP CTs.

X. Attitude Survey of CT Sample in Training

1. Preliminary analyses of attitude data from 71 CTs in operations training indicate that this group has good morale and a high degree of confidence in the management of the CT Program. Moreover, 84 to 90% of these CTs responded in the favorable direction to questions concerning staff-trainee interpersonal relationships.
2. Less positive attitudes were expressed toward selected aspects of the training experience. Thus, for example, sizeable minorities commented unfavorably on the degree of intellectual stimulation provided by the program (28%) and intimated that there should be more on-the-job and less formal training (43%). By far, the area in which the most widespread concern was expressed involved provisions for feedback, evaluation, and especially job assignment.
3. Although based on limited data, it appears that Internal CTs respond more favorably to the training program than Externals. A full report of this study is in preparation and plans for additional administrations of the attitudinal questionnaire are being discussed with C/CTP.

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ATTACHMENT C

SIGNIFICANT RELATIONSHIPS AMONG PATB VARIABLES, MANPOWER RATINGS
OF PERFORMANCE AND POTENTIAL, AND TRAINING EVALUATIONS

- (I) Significant Relationships between PATB Variables and Manpower Ratings of Performance and Potential
- (II) Significant Relationships between PATB Variables and Overall Training Evaluations for Courses Taken by All Career Trainees
- (III) Significant Relationships between PATB Variables and Overall Training Evaluations for Courses Designed for Specific Directorates
- (IV) Significant Relationships between Training Evaluations and Manpower Ratings of Performance and Potential

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I

SIGNIFICANT RELATIONSHIPS BETWEEN PATB
VARIABLES AND MANPOWER RATINGS OF
PERFORMANCE AND POTENTIALOverall CTs
(N=372-386 males)

	<u>Performance</u>	<u>Potential</u>
<u>Intellectual Measures</u>		
Ideational fluency	+	+
Vocabulary	+	+
Knowledge of current affairs	+	+
Language aptitude	+	+
<u>Temperament Measures</u>		
Self-confidence	+	
<u>Work Attitudes: Eagerness</u> <u>to Accept (or deal with)</u>		
Hazards	-	-
Annoyances	-	-
Social deprivation	-	-
Unpredictably unstructured work	-	-
Physically demanding work	-	-
<u>Strong Interest Scales:</u> <u>Interests Similar to</u>		
Personnel Directors	+	+
Public Administrators	+	+
Senior CPAs	+	+
Production Managers	+	+
Accountants	+	
Army Officers	+	
Psychologists		+
CPA Partners		+
Dentists	-	-
DDS Logistics Officers	-	-
Bankers		-
Real Estate Salesmen		-

+ = statistically significant positive relationship

- = statistically significant negative relationship

no sign = no significant relationship

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DDP CTs
(N=205-217)

	<u>Performance</u>	<u>Potential</u>
<u>Intellectual Measures</u>		
Vocabulary	+	+
Ideational fluency	+	+
<u>Temperament Measures</u>		
<u>Work Attitudes: Eagerness</u>		
<u>to Accept (or deal with)</u>		
Hazards	-	-
<u>Strong Interest Scales:</u>		
<u>Interests Similar to</u>		
Psychologists	+	+
Senior CPAs	+	+
Public Administrators	+	+
Intelligence Officers	+	
Bankers	-	-
DDS Logistics Officers	-	-
Real Estate Salesmen	-	-
Life Insurance Salesmen	-	

+ = statistically significant positive relationship

- = statistically significant negative relationship

no sign = no significant relationship

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DDS CTs
(N=79-89)

	<u>Performance</u>	<u>Potential</u>
<u>Intellectual Measures</u>		
Ideational fluency	+	
<u>Temperament Measures</u>		
Self-confidence	+	
<u>Work Attitudes: Eagerness</u> <u>to Accept (or deal with)</u>		
Work involving analysis of others	+	
Work requiring mechanical skill	+	
Extensive supervisory responsibility	+	
Resourcefulness-demanding work	+	
Work offering little reward or recognition	-	
Unpredictable, unstructured work	-	
<u>Strong Interest Scales:</u> <u>Interests Similar to</u>		
Chemists	+	+
Production Managers	+	+
Accountants	+	+
Purchasing Agents	+	+
Army Officers	+	+
Math, Physical Science Teachers	+	+
Forest Service Personnel	+	
YMCA Directors	+	
Personnel Directors	+	
YMCA Secretaries	+	
Engineers	+	
Carpenters	+	
Public Administrators	+	
Senior CPAs	+	
Presidents, Manufacturing Concerns	+	
Lawyers	-	-
Musicians	-	-
Author-Journalists	-	-
Artists	-	-

+ = statistically significant positive relationship

- = statistically significant negative relationship

no sign = no significant relationship

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DDI CTs
(N=81-83)Performance PotentialIntellectual Measures

Non-verbal reasoning	+
Interpretation of chart/graph data	+

Temperament Measures

Speed of actions	-
Physical activity	-

Work Attitudes: Eagerness
to Accept (or deal with)

Extensive training	+
Security restrictions	+
Resourcefulness-demanding work	+
Work requiring mechanical skill	-
Undesirable people	-

Strong Interest Scales:
Interests Similar to

CPA Partners	+	+
Lawyers	+	+
Real Estate Salesmen		+
Life Insurance Salesmen		+
Advertising Men		+
Presidents, Manufacturing Concerns		+
Author-Journalists		+
DDS Security Officers		+
Dentists	-	-
Farmers	-	-
Forest Service Men	-	-
Physicians	-	-
Aviators	-	-
Carpenters	-	-
Math, Physical Science Teachers	-	-
Policemen	-	-
Army Officers	-	-
YMCA Directors	-	-

+ = statistically significant positive relationship

- = statistically significant negative relationship

no sign = no significant relationship

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II

SIGNIFICANT RELATIONSHIPS BETWEEN PATB VARIABLES AND OVERALL TRAINING EVALUATIONS FOR COURSES TAKEN BY ALL CAREER TRAINEES

	CT Orientation (N=258)	CT Communism (N=333)	Intelligence Techniques (N=277)	OFC*
<u>Intellectual Measures</u>				
Knowledge of current affairs	+	+	+	
Vocabulary		+	+	
Reading comprehension		+	+	
Arithmetic reasoning			+	
Interpretation of chart/graph data	+		+	
Language aptitude		+		
Intellectual composite			+	
<u>Temperament Measures</u>				
Solitary			+	
Self-confidence		-	-	
Physical activity		-		
<u>Work Attitudes: Eagerness to Accept (or deal with)</u>				
Physically demanding work		-	-	
Annoyances		-	-	
Hazards		-		
Social deprivation		-		
Security restrictions		-		
Undesirable people		-		
Work requiring mechanical skill		-		
<u>Strong Interest Scales: Interests Similar to</u>				
Psychologists		+		
Architects		+		
Physicians		+		
City School Superintendents		+		
Musicians		+		

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CT Orientation (N=258)	CT Communism (N=333)	Intelligence Techniques (N=277)	OFC*
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cont'd.

Strong Interest Scales:Interests Similar to

CPA Partners	+	+	
Advertising Men		+	+
Lawyers	+	+	+
Author-Journalists		+	+
Persons in Professional Occupations			+
Dentists	-		
Production Managers		-	
Farmers	-	-	
Pilots	-		
Carpenters	-	-	
Math-Physical Science Teachers			-
Policemen			-
YMCA Physical Directors			-
Office Men		-	-
Purchasing Agents		-	
Agency Logistics Officers		-	-

*OFC -- insufficient data available at time of report -- relationships will be reported later.

+ = statistically significant positive relationship

- = statistically significant negative relationship

no sign = no significant relationship

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III

SIGNIFICANT RELATIONSHIPS BETWEEN PATB VARIABLES AND OVERALL TRAINING EVALUATIONS FOR COURSES DESIGNED FOR SPECIFIC DIRECTORATES

	Operations Course (N=232)	Intelligence Production (N=90)	Support Services Course (N=83)	Operations Course II (N=117)	Clandestine Services Records II (N=56)
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Intellectual Measures

Non-verbal reasoning	+		+		
Reading comprehension		+			
Ideational fluency	+		+		
Knowledge of current affairs		+			
Interpretation of chart/graph data		+			
Arithmetic reasoning			+		
Computational speed			+		
Intellectual composite	+				

Temperament Measures

Outgoing		-			
Predominance	+				

Work Attitudes: Eagerness to Accept (or deal with)

Hazards					
Work offering little reward or recognition					-
Work requiring mechanical skill		-			
Resourcefulness-demanding work	+		+		
Work involving analysis of others	+				

Strong Interest Scales: Interests Similar to

Psychologists		-			
Personnel Directors		+			
City School Superintendents		+			
CPA Partners					
Accountants			+		+
Bankers					+
Lawyers					+
Intelligence Officers	+				-
Architects				-	
Dentists	-				
Farmers				-	
Forestry Service Men			-		+

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Operations Course (N=232)	Intelligence Production (N=90)	Support Services Course (N=83)	Operations Course II (N=117)	Clandestine Services Records II (N=56)
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cont'd.

Strong Interest Scales:

Interests Similar to

Musicians	-	-	-	-
Advertising Men	-	-	-	-
Agency Logistics Officers	-	-	-	+
Persons in Professional Occupations	+	-	-	-

+ = statistically significant positive relationship
- = statistically significant negative relationship
no sign = no significant relationship

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IV

SIGNIFICANT RELATIONSHIPS BETWEEN TRAINING EVALUATIONS
AND MANPOWER RATINGS OF PERFORMANCE AND POTENTIAL

<u>Course Title</u>	<u>Performance</u>	<u>Potential</u>
CT Orientation (N=258)	+	+
CT Communism (N=333)	+	+
Intelligence Techniques (N=277)	+	+
OFC*		
Operations Course (N=231)	+	+
Intelligence Production (N=90)	+	+
Support Services (N=83)	+	
Operations Course II (N=117)	+	+
Clandestine Services Records II (N=56)	+	

*OFC -- insufficient data available.

+ = statistically significant positive relationship
no sign = no significant relationship

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ATTACHMENT D

EXPECTANCY TABLES: REPRESENTATIVE SIGNIFICANT RELATIONSHIPS AMONG
PATB TEST VARIABLES, MANPOWER RATINGS OF PERFORMANCE AND
POTENTIAL AND TRAINING EVALUATIONS

- (I) Representative Significant Relationships between PATB Test Variables and Performance/Potential Ratings
- (II) Representative Significant Relationships between PATB Test Variables and Overall Evaluations in CT Training Courses
- (III) Representative Significant Relationships between Overall Evaluations in Training Courses and Ratings of Job Performance and Potential

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I

REPRESENTATIVE SIGNIFICANT RELATIONSHIPS BETWEEN PATB TEST
 VARIABLES AND PERFORMANCE/POTENTIAL RATINGS
 (From Manpower Study)

1. TEST: Considerations (CON)
 MEASURES: Ability to generate ideas quickly
 GROUP: Overall CTs (N=376)
 CORRELATION: .13

CON Coded Score	Performance/Potential Ratings	
	Bottom Half	Top Half
(low) 0-3 (N=98)	60%	40%
4-6 (N=176)	50%	50%
(high) 7-9 (N=102)	40%	60%

2. TEST: Work Attitude - Social Deprivation (SOC DEP)
 MEASURES: Eagerness for work involving social deprivation
 GROUP: Overall CTs (N=384)
 CORRELATION: .11

SOC DEP Coded Score	Performance/Potential Ratings	
	Bottom Half	Top Half
(eager for) 0-1 (N=48)	56%	44%
2-4 (N=234)	53%	47%
(reluctant towards) 5-7 (N=102)	40%	60%

3. TEST: Contemporary Affairs Test (CAT)
 MEASURES: Knowledge of current events
 GROUP: DDI CTs (N=82)
 CORRELATION: .18

CAT Coded Score	Performance/Potential Ratings	
	Bottom Half	Top Half
(low) 0-4 (N=23)	61%	39%
5-6 (N=39)	56%	44%
(high) 7-9 (N=20)	35%	65%

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4. TEST: Strong Vocational Interest Inventory -- CPA Partner Scale
 MEASURES: Interest pattern in comparison with CPA's
 GROUP: DDI CTs (N=80)
 CORRELATION: .29

CPA Partners	Performance/Potential Ratings	
	Bottom Half	Top Half
Interests very dissimilar to (N=27)	59%	41%
Interests moderately similar to (N=35)	57%	43%
Interests very similar to (N=18)	39%	61%

5. TEST: Confident (CONFDT)
 MEASURES: Self-confidence
 GROUP: DDS CTs (N=86)
 CORRELATION: .12

CONFDT Coded Score	Performance/Potential Ratings	
	Bottom Half	Top Half
(low) 0-3 (N=17)	65%	35%
4-6 (N=50)	56%	44%
(high) 7-9 (N=19)	26%	74%

6. TEST: Strong Vocational Interest Inventory -- Accountant Scale
 MEASURES: Interest pattern in comparison with accountants
 GROUP: DDS CTs (N=86)
 CORRELATION: .23

Accountants	Performance/Potential Ratings	
	Bottom Half	Top Half
Interests very dissimilar to (N=18)	61%	39%
Interests moderately similar to (N=37)	59%	41%
Interests very similar to (N=31)	35%	65%

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7. TEST: Considerations (CON)
 MEASURES: Ability to generate ideas quickly
 GROUP: DDP CTs (N=209)
 CORRELATION: .15

CON Coded Score	<u>Performance/Potential Ratings</u>	
	Bottom Half	Top Half
(low) 0-3 (N=58)	55%	45%
4-6 (N=95)	48%	52%
(high) 7-9 (N=56)	37%	63%

8. TEST: Strong Vocational Interest Inventory -- Psychologist Scale
 MEASURES: Interest pattern in comparison with psychologists
 GROUP: DDP CTs (N=205)
 CORRELATION: .16

Psychologists	<u>Performance/Potential Ratings</u>	
	Bottom Half	Top Half
Interests very dissimilar to (N=58)	60%	40%
Interests moderately similar to (N=73)	45%	55%
Interests very similar to (N=74)	42%	58%

9. MEASURE: College Quality
 GROUP: DDP CTs (N=195)
 CORRELATION: .17

College Quality	<u>Performance/Potential Ratings</u>	
	Bottom Half	Top Half
(low) 36 -55.0 (N=45)	64%	36%
(middle) 55.1-64.0 (N=103)	49%	51%
(high) 64.1-75.0 (N=47)	32%	68%

II

REPRESENTATIVE SIGNIFICANT RELATIONSHIPS BETWEEN PATB TEST
VARIABLES AND OVERALL EVALUATIONS IN CT TRAINING COURSES

1. TEST: Contemporary Affairs Test (CAT)

MEASURES: Knowledge of current events

COURSE: CT Communism (N=332)

CORRELATION: .29

CAT Coded Score	<u>Overall Performance in Communism</u>	
	Proficient & below	Strong & above
(low) 0-3 (N=94)	53%	47%
4-6 (N=200)	39%	61%
(high) 7-9 (N=38)	11%	89%

2. TEST: Interpretation of Data (IDY)

MEASURES: Ability to interpret chart/graph data

COURSE: Intelligence Production (IPC) (N=90)

CORRELATION: .21

IDY Coded Score	<u>Overall Performance in I.P.C.</u>	
	Proficient & below	Strong & above
(low) 0-3 (N=22)	59%	41%
4-6 (N=45)	64%	36%
(high) 7-9 (N=23)	43%	57%

3. TEST: Work Attitudes - Analyze (Anal)

MEASURES: Eagerness for job requiring analyzing people

COURSE: Operations Course (O.C.) (N=232)

CORRELATION: .22

Anal Coded Score	<u>Overall Performance in O.C.</u>	
	Proficient & below	Strong & above
(eager for) 0-2 (N=71)	42%	58%
3-4 (N=124)	59%	41%
(reluctant toward) 5-7 (N=37)	76%	24%

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4. TEST: Strong Vocational Interest Inventory - CPA Partner Scale
 MEASURES: Interest pattern in comparison with CPA's
 COURSE: CT Orientation (N=257)
 CORRELATION: .18

CPA Partners	<u>Overall Performance in CT Orientation</u>	
	Proficient & below	Strong & above
Interests very dissimilar to (N=104)	37%	63%
Interests moderately similar to (N=102)	30%	70%
Interests very similar to (N=51)	14%	86%

5. TEST: Arithmetic Problems (AP)
 MEASURES: Arithmetic reasoning
 COURSE: Support Services Course for CTs (S.S.C.) (N=83)
 CORRELATION: .39

AP Coded Score	<u>Overall Performance in S.S.C.</u>	
	Proficient & below	Strong & above
(low) 0-3 (N=15)	47%	53%
4-6 (N=49)	23%	77%
(high) 7-9 (N=19)	5%	95%

6. TEST: Strong Vocational Interest Inventory - Author/Journalist Scale
 MEASURES: Interest pattern in comparison with writers
 COURSE: Intelligence Techniques (ITC) (N=270)
 CORRELATION: .15

Author/Journalists	<u>Overall Performance in ITC</u>	
	Proficient & below	Proficient & above
Interests very dissimilar to (N=112)	59%	41%
Interests moderately similar to (N=109)	56%	44%
Interests very similar to (N=49)	37%	63%

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7. TEST: Considerations (CON)
 MEASURES: Ability to generate ideas quickly
 COURSE: Operations Course (O.C.) (N=228)
 CORRELATION: .14

CON Coded Score	<u>Overall Performance in O.C.</u>	
	Proficient & below	Strong & above
(low) 0-3 (N=56)	64%	36%
4-6 (N=114)	56%	44%
(high) 7-9 (N=58)	50%	50%

8. TEST: Work Attitudes - Physical (Phys)
 MEASURES: Eagerness for work involving physical hazards
 COURSE: CT Communism (N=332)
 CORRELATION: -.18

Phys Coded Score	<u>Overall Performance in CT Communism</u>	
	Proficient & below	Strong & above
(eager for) 0-2 (N=132)	51%	49%
3-4 (N=153)	36%	64%
(reluctant toward) 5-9 (N=47)	23%	77%

9. TEST: Reading Comprehension (RC-C)
 MEASURES: Reading comprehension
 COURSE: Intelligence Techniques (ITC) (N=278)
 CORRELATION: .24

RC-C Coded Score	<u>Overall Performance in ITC</u>	
	Proficient & below	Proficient ⁺ & above
(low) 0-3 (N=51)	69%	31%
4-6 (N=155)	54%	46%
(high) 7-9 (N=72)	43%	57%

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III

REPRESENTATIVE SIGNIFICANT RELATIONSHIPS BETWEEN OVERALL
EVALUATION IN TRAINING COURSES AND RATINGS OF
JOB PERFORMANCE AND POTENTIAL

1. COURSE: Intelligence Techniques (N=277)

CRITERION: Rated overall job performance

CORRELATION: .24

<u>Overall Training Evaluation</u>	<u>Overall Job Performance</u>	
	Proficient ⁺ & below	Strong & above
Proficient & below (N=149)	54%	46%
Proficient ⁺ & above (N=128)	40%	60%

2. COURSE: Operations Course, Phase II (N=116)

CRITERION: Rated overall job potential

CORRELATION: .22

<u>Overall Training Evaluation</u>	<u>Overall Job Potential</u>	
	Average & below	Above average
Proficient & below (N=95)	33%	67%
Strong & above (N=21)	14%	86%

3. COURSE: Intelligence Production (N=90)

CRITERION: Rated qualitative aspects of job performance

CORRELATION: .28

<u>Overall Training Evaluation</u>	<u>Job Performance -- Qualitative</u>	
	Proficient ⁺ & below	Strong & above
Proficient ⁺ & below (N=52)	52%	48%
Strong- and above (N=38)	24%	76%

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4. COURSE: CT Communism (N=332)
CRITERION: Rated overall job potential
CORRELATION: .18

<u>Overall Training Evaluation</u>	<u>Overall Job Potential</u>	
	Average & below	Above average
Proficient & below (N=133)	41%	59%
Strong & above (N=199)	26%	74%

5. COURSE: CT Orientation (N=258)
CRITERION: Rated quantitative aspects of performance
CORRELATION: .14

<u>Overall Training Evaluation</u>	<u>Job Performance -- Quantitative</u>	
	Proficient+ & below	Strong & above
Proficient & below (N=76)	51%	49%
Strong (N=133)	47%	53%
Outstanding (N=49)	39%	61%

6. COURSE: Intelligence Techniques (N=268)
CRITERION: Rated senior level (GS-15) potential
CORRELATION: .26

<u>Overall Training Evaluation</u>	<u>Senior Level Potential</u>	
	No	Yes
Proficient & below (N=143)	29%	71%
Proficient+ & above (N=125)	10%	90%

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7. COURSE: Operations Course (N=231)
CRITERION: Rated qualitative aspects of performance
CORRELATION: .26

<u>Overall Training Evaluation</u>	<u>Job Performance -- Qualitative</u>	
	Proficient & below	Strong & above
Proficient & below (N=131)	63%	37%
Strong & above (N=100)	36%	64%

8. COURSE: Operations Course (N=231)
CRITERION: Rated overall job potential
CORRELATION: .33

<u>Overall Training Evaluation</u>	<u>Overall Job Potential</u>	
	Average & below	Above average
Proficient & below (N=131)	49%	51%
Strong & above (N=100)	21%	79%

9. COURSE: CT Communism (N=333)
CRITERION: Rated overall job performance
CORRELATION: .16

<u>Overall Training Evaluation</u>	<u>Overall Job Performance</u>	
	Proficient+ & below	Strong & above
Proficient & below (N=133)	57%	43%
Strong & above (N=200)	44%	56%

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